

Northern Highlands Supervisors Association Agreement

July 1, 2009 to June 30, 2012

This agreement in its present form will be replaced by a new agreement effective July 1, 2010 to June 30, 2012 in accordance with the process and timelines specified within this document.

PREAMBLE

This Agreement is between the Northern Highlands Regional High School Board of Education (hereafter referred to as "Board") and the Northern Highlands Supervisors Association (hereafter referred to as "NHTSA")

The Board of Education and the Supervisors Association agree to the following:

ARTICLE I

SALARIES AND OTHER COMPENSATION

- A. Each supervisor shall be employed for eighteen (18) days during the summer recess. Days will include three (3) days immediately following the end of the school year; four (4) days during the third week in August when new teachers are present for orientation, and three (3) days immediately before the first day for teachers. A day during the summer recess shall be defined as six hours of work..
- B. All supervisors, with the exception of the Supervisor of Special Education/Guidance, will work a ten (10) months contract with additional days detailed in section "A" above.

The Supervisor of Special Service/Guidance will work a twelve (12) month contract and:

1. Is entitled to twenty-five (25) vacation days per year. He/she will be entitled to roll over up to five (5) vacation days per year (with the prior approval of the superintendent), and may use no more than thirty (30) vacation days in a given contract year. If the Supervisor of Special Services/Guidance is not permitted to take any of his/her yearly allotment of twenty-five vacation days due to a Board directive that he/she work on a particular day or days, he/she will be paid at his/her per diem rate for all vacation days (a maximum of twenty [20]) which he/she could not take due to said directive.
2. Upon separation of employment, the Supervisor of Special Services/Guidance shall be entitled to his/her then existing per diem rate for the number of yearly allotted vacation days (25) which he did not use in the year of separation.
3. The Supervisor of Special Services/Guidance shall work all weekdays except the following holidays: Labor Day, Rosh Hashanah, Yom Kippur, NJEA Convention, Thanksgiving, the day after Thanksgiving, December 24, 25, and

26, December 31, January 1, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, and July 4, unless school is in session. Unless the Supervisor of Special Services/Guidance chooses to use his/her vacation days during school recesses, said recesses shall not be holidays under this agreement.

4. The Supervisor of Special Services/Guidance shall be entitled to twelve (12) sick days per year.

C. Each supervisor will receive a written summative evaluation from the principal/superintendent during the summer recess following each school year. The supervisor will meet with the principal/superintendent during the summer recess to discuss the evaluation.

The evaluation criteria will be mutually agreed upon by the Superintendent of Schools and the NHSA.

ARTICLE II

SALARIES

A. For the term of this agreement, the parties agree that salaries will be provided as follows and per attached salary schedule:

1. 2009-2010: Each supervisor will receive a \$2,000 adjustment and an increase of 4.0%.
2. 2010-2011: Each supervisor will receive an increase of 4.3%.
3. 2011-2012: Each supervisor will receive an increase of 4.5% .
4. There will be a \$1,000 Honorarium each year for an earned doctorate.

ARTICLE III

ADDITIONAL PROVISIONS

A. For the 2009-2010 school year, any and all provisions of the Agreement between the Board and the Northern Highlands Education Association not stipulated in this Agreement will automatically be part of the agreement between the Board and the NHSA.

B. By May 1, 2010 or sooner, the NHSA will create a separate and full document between the Board and NHSA, subject to approval by both parties, to take effect July 1, 2010. It is understood that NHSA members will maintain the same benefits as detailed in the 2009-2012 Combined Agreement between the Board and the Northern Highlands Education Association.

C. Each supervisor will have available to him/her a total of no more than \$3,000.00 per year for use in professional development as a dedicated fund budgeted annually. This amount is the sole source of funds available for professional development. The supervisor must receive approval from the superintendent for attending any convention/conference prior to its occurrence. Department supervisors may, with the approval of the superintendent, share these professional development monies with members of their department. In addition, with approval of the superintendent, supervisors may share these monies among departments. However, no supervisor may spend more than \$2,500 on professional development for him/herself.

D. In general, supervisors will teach two (2) periods. However, specific supervisory assignments are subject to change based upon equitable workload among all supervisors and the specific needs of the district. Absent of an emergency situation or unforeseen circumstances, the Supervisor of Special Services/Guidance will not be assigned classes.

E. Any supervisor who retires from Northern Highlands Regional High School according to the provisions of the TPAF and has completed, at the time of retirement, at least twenty-five (25) years of service as a teacher/supervisor, shall be reimbursed for all accumulated sick leave days, after the first fifty (50) days, which shall be deductible, at the rate of \$100.00 per day, to a maximum of \$18,000.00.

F. Each supervisor shall be limited to a maximum of one (1) paid co-curricular activity at Northern Highlands and none outside the district.

G. A supervisor may tutor a Northern Highlands student only for standardized tests.

ARTICLE IV

DURATION OF AGREEMENT

- A. **Duration** Terms of this Agreement shall be effective as of July 1, 2009 and shall continue in effect until June 30, 2012, subject to the right of the NHSA to negotiate a successor Agreement. It is understood that this agreement, in its present form, will be dissolved and its provisions will be incorporated into a full and separate agreement to take effect on July 1, 2010. The NHSA will present the new agreement to the Board no later than May 1, 2010 for review and approval. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

B. **Status of Incorporation** In witness whereof, the NHSA has caused this Agreement to be signed by its President and Secretary, and the Board has caused this Agreement to be signed by its President and attested to by its Board Secretary, on the day and year below written.

***FOR THE
NORTHERN HIGHLANDS REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION***

BY: _____
Barbara Garand, President

BY: _____
Lori Loughnane, Chair, Negotiations Committee

BY: _____
James Davis, Business Administrator/Board of Education Secretary

***FOR THE
NORTHERN HIGHLANDS SUPERVISORS ASSOCIATION***

BY: _____
Negotiations Committee

BY: _____
Negotiations Committee

BY: _____
Negotiations Committee

Northern Highlands Regional High School

*total years exp. as of 9/1/09 - yrs as NHRHS supervisor

SALARY SCHEDULE 2009-2010

SUPERVISORS

SALARY ADJUSTMENT: + \$2,000
PERCENT INCREASE: 4.0%

		+ \$2,000	4%	2009-10	
YRS EXP*	2008-09 SALARY	ADJUSTED SALARY	INCREASE AMOUNT	TOTAL SALARY	NAME
24-8	122,838	124,838	4,994	129,832	
(MA+60)					
13-5	134,831	136,831	5,473	142,304	
(MA+60)					
42-21	134,831	136,831	5,473	142,304	
(MA+60)					
19-5	113,204	115,204	4,608	119,812	
(MA)					
27-11	120,650	122,650	4,906	127,556	
(MA)					
31-7	118,643	120,643	4,826	125,469	
(MA)					
38-9	131,999	133,999	5,360	139,359	
(MA+30)					